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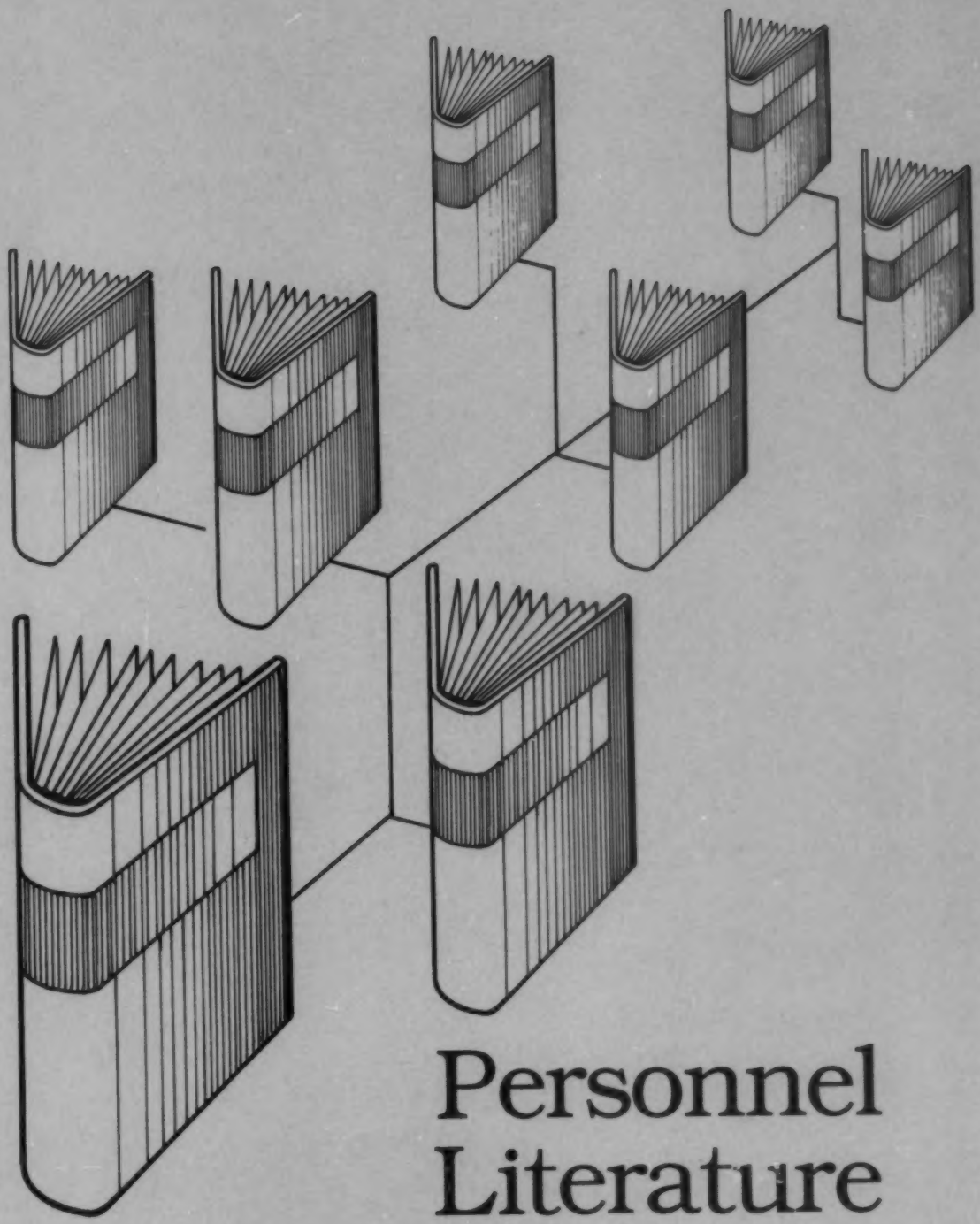

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ABSENTEEISM

4-1

Driver, Russell W. and Collin J. Watson.
Construct validity of voluntary and involuntary absenteeism. **Journal of business and psychology,** 4:109-118, Fall 1989.
Descriptors: *Absenteeism--Research.

4-2

Mathieu, John E. and Stacey S. Kohler.
A test of the interactive effects of organizational commitment and job involvement on various types of absence. **Journal of vocational behavior,** 36:33-44, February 1990.
Descriptors: *Absenteeism causes--Research / *Organizational commitment--Research.

ASSESSMENT CENTERS

4-3

Reilly, Richard R., Sarah Henry and James W. Smither.
An examination of the effects of using behavior checklists on the construct validity of assessment center dimensions. **Personnel psychology,** 43:71-84, Spring 1990.
Descriptors: *Assessment centers--Research / *Personnel research.

4-4

Schmitt, Neal, Jeffrey R. Schneider and Scott A. Cohen.
Factors affecting validity of a regionally administered assessment center. **Personnel psychology,** 43:1-12, Spring 1990.
Descriptors: *Assessment centers--Research.

4-5

Shore, Ted H., George C. Thornton, III and Lynn McFarlane Shore.
Construct validity of two categories of assessment center dimension ratings. **Personnel psychology,** 43:101-106, Spring 1990.
Descriptors: *Assessment centers--Research / *Personnel research / Construct validity--Research.

4-6

Task Force on Assessment Center Guidelines.
Guidelines and ethical considerations for assessment center operations. **Journal of business and psychology,** 4:259-273, Winter 1989.
Descriptors: *Assessment centers--Administration.

ATTITUDE SURVEYS

4-7

Segal, Jonathan A.
Ignorance is no defense. **HRMagazine,** 35:93-94, April 1990.
Descriptors: *Attitude surveys.

AWARDS

4-8

Main, Jeremy.

How to win the Baldrige Award. **Fortune,** 121:101+, April 23, 1990.

Descriptors: *Awards.

CAREER PLANNING

4-9

Ducharme, Chris.

Career change: a client's view. **Journal of career planning & employment,** 50:48-51, Spring 1990.

Descriptors: *College graduates--Career planning--Case studies / *Career counseling--Case studies / *Tests, Vocational interest--Evaluation.

4-10

Manter, Marcia A.

The 1990s: secretaries discover new career paths. **Secretary,** 50:6+, April 1990.

Descriptors: *Secretaries--Career opportunities / *Secretaries--Responsibilities / *Career ladders--Case studies.

CAREER STAFFING

4-11

Gumbel, Jon M. and Jim Hoover.

Employment contracts: an option to consider. **Labor law journal,** 41:175-177, March 1990.

Descriptors: *Contracts.

4-12

Rynes, Sara L. and Alison E. Barber.

Applicant attraction strategies: an organizational perspective. **Academy of Management review,** 15:286-310, April 1990.

Descriptors: *Career staffing--Research / *Recruitment--Research / *Organizational characteristics--Research.

CHANGE, ORGANIZATIONAL

4-13

Petty, M. M. and Lawrence F. Gray, Sr.

From maturity to growth in manufacturing: a success story in managing change. **National productivity review,** 9:179-191, Spring 1990.

Descriptors: *Change, Organizational.

CHANGE, ORGANIZATIONAL (Cont'd)

4-14

[Technology, organizations, and innovation.] **Administrative science quarterly,** 35:31-60+, March 1990.

Special issue.

Partial contents: Introduction: technology, organizations, and innovation, by Michael L. Tushman and Richard R. Nelson; The organizational ecology of a technological system, by William P. Barnett; The alignment of technology and structure through roles and networks, by Stephen R. Barley; Changing patterns or patterns of change: the effects of a change in technology on social network structure and power, by Marlene E. Burkhardt and Daniel J. Brass; Absorptive capacity: a new perspective on learning and innovation, by Wesley M. Cohen and Daniel A. Levinthal.

Descriptors: *Technological change--Research / *Technological innovations / *Change, Organizational--Research.

CIVIL SERVICE, FEDERAL

4-15

Joint position paper: IPMA and Classification and Compensation Society: recruitment and employment. **Classifiers column** (Classification and Compensation Society), 21:10-14, March 1990.

IPMA = International Personnel Management Association.

Descriptors: *Civil service / Career staffing / *Recruitment / Federal government.

4-16

Judge, Shana.

Government Traveler survey results. **Government executive,** 22:55-56, April 1990.

Descriptors: *Travel regulations / *Travel allowances / Federal government.

4-17

Kaplan, Sheila.

Faster than the revolving door. **Legal times,** 12:1+, April 16, 1990.

Descriptors: *Moonlighting / *Conflict of interest / *Consultants / Federal government.

4-18

Perry, James L. and Lois Recascino Wise.

The motivational bases of public service. **Public administration review,** 50:367-373, May-June 1990.

Descriptors: *Government service as a career / *Civil service ethics / *Motivation / Federal government.

4-19

Reed, Joe and Joe Steinbock.

Federal employees' civil rights. **Classifiers column,** (Classification and Compensation Society), 21:5-6, February 1990.

Descriptors: *Federal employees--Civil rights / Federal government.

CIVIL SERVICE, FEDERAL (Cont'd)

4-20

Romzek, Barbara S.

Employee investment and commitment: the ties that bind. **Public administration review,** 50:374-382, May-June 1990.

Descriptors: *Civil service / *Government service as a career / *Organizational commitment / Federal government.

COLLEGE GRADUATES

4-21

Gudridge, Kevin and John A. Bryne.

A kinder, gentler generation of executives? **Business week,** p. 86-87, April 23, 1990.

Descriptors: *Master of business administration degree recipients--Characteristics.

COMMUNICATION

4-22

Nelson, Andre.

What is a line supervisor's job? **Supervision,** 51:9-11, May 1990.

Descriptors: *Listening / *Supervisors--Abilities / *Supervisors--Responsibilities.

4-23

Sexton, Eugenio (Gene).

Communication: inquiring minds want to know. **Leader's digest,** 3:9-10, Spring 1990.

Descriptors: *Communication in personnel management--Methods / *Grapevine.

4-24

Slesinski, Raymond.

Giving a top-notch executive presentation. **Supervision,** 51:14-16, April 1990.

Descriptors: *Communication techniques / *Public speaking / *Executives--Abilities.

COMPENSATION

4-25

Koys, Daniel J., Timothy J. Keaveny and Robert E. Allen.

Employment demographics and attitudes that predict preferences for alternative pay increase policies. **Journal of business and psychology,** 4:27-47, Fall 1989.

Descriptors: *Pay increases--Research / Universities and colleges.

4-26

Levine, Arnold S.

Overhauling Federal pay: will OPM's plan work? **Federal computer week,** 4:15+, April 30, 1990.

Descriptors: *Pay administration--Evaluation / *U.S. Office of Personnel Management / Federal government.

COMPENSATION (Cont'd)

4-27
Linneman, Peter D. and Michael L. Wachter.
The economics of Federal compensation. **Industrial relations,** 29:58-76, Winter 1990.
Descriptors: *Compensation comparability--Research / Federal government.

4-28
McFarlin, Dean B. and Michael R. Frone.
A two-tier wage structure in a nonunion firm. **Industrial relations,** 29:145-154, Winter 1990.
Descriptors: *Compensation--Research / *Unions.

4-29
Nickel, James E. and Sandra O'Neal.
Small-group incentives: gain sharing in the microcosm. **Compensation and benefits review,** 22:22-29, March-April 1990.
Descriptors: *Profit-sharing / *Financial incentives / *Small groups.

4-30
Pfeffer, Jeffrey and Alison Davis-Blake.
Determinants of salary dispersion in organizations. **Industrial relations,** 29:38-57, Winter 1990.
Descriptors: *Compensation administration--Research / *College administrators--Pay.

4-31
Prozzi, James A.
Overtime pay and the managerial employee: still a "twilight zone of uncertainty." **Labor law journal,** 41:178-182, March 1990.
Descriptors: *Overtime pay / *Executives--Pay--Cases / *Fair Labor Standards Act.

4-32
Whitaker, Charles J.
The value of benefits. **HRMagazine,** 35:83+, April 1990.
Descriptors: *Fringe benefits / *Compensation administration.

COUNSELING

4-33
Bergsman, Steve.
Help employees who help themselves. **HRMagazine,** 35:46-49, April 1990.
Descriptors: *Employee counseling / *Drug abusers--Personnel policies.

4-34
Castelli, Jim.
Employer-provided programs pay off. **HRMagazine,** 35:55-58, April 1990.
Descriptors: *Employee counseling--Case studies / *Alcoholic employees--Case studies / *Alcoholism.

DISCIPLINE

4-35

Klaas, Brian S. and Hoyt N. Wheeler.
Managerial decision making about employee discipline: a policy-capturing approach. **Personnel psychology**, 43:117-134, Spring 1990.
Descriptors: *Discipline--Research / *Personnel research.

4-36

Kohl, John P. and David B. Stephens.
Is demotion a four-letter word? **Business horizons**, 33:74-76, March-April 1990.
Descriptors: *Demotion / *Discipline.

ELECTRONIC DATA PROCESSING

4-37

Seideman, Tony.
Telecommunications revolution begins to spread. **Government executive**, 22:48-49, April 1990.
Descriptors: *Telecommunications.

4-38

Shoop, Tom and David J. Stang.
Beating back a virus attack. **Government executive**, 22:40-41+, April 1990.
Descriptors: *Computer crimes / *Electronic data processing departments--Security measures / Federal government.

4-39

Toth, Kalman A.
The workless society: how machine intelligence will bring ease and abundance. **Futurist** (World Future Society), 24:32-37, May-June 1990.
Descriptors: *Artificial intelligence / *Man-machine systems.

EMPLOYEE CONDUCT

4-40

Cunningham, Michael R.
Test-taking motivations and outcomes on a standardized measure of on-the-job integrity. **Journal of business and psychology**, 4:119-127, Fall 1989.
Descriptors: *Employee theft--Research / *Tests.

4-41

Slora, Karen B.
An empirical approach to determining employee deviance base rates. **Journal of business and psychology**, 4:199-219, Winter 1989.
Descriptors: *Employee conduct--Research / *Employee theft--Research.

4-42

Spann, Jeri.
Dealing effectively with sexual harassment: some practical lessons from one city's experience. **Public personnel management**, 19:53-69, Spring 1990.
Descriptors: *Harassment--Case studies.

EMPLOYEE CONDUCT (Cont'd)

4-43

Stringer, Donna M. and others.
The power and reasons behind sexual harassment: an employer's guide to solutions. **Public personnel management,** 19:43-52, Spring 1990.
Descriptors: *Harassment--Research / *Sexual ethics--Research.

EMPLOYEE HEALTH AND MEDICAL CARE

4-44

Beehr, Terry A., Lynda A. King and Daniel W. King.
Social support and occupational stress: talking to supervisors. **Journal of vocational behavior,** 36:61-81, February 1990.
Descriptors: *Stress, Psychological--Research / *Supervision--Research / *Communication.

4-45

Caudron, Shari.
Assessments rescue health programs. **HRMagazine,** 35:64-66+, April 1990.
Descriptors: *Health, Employee / *Health benefit programs.

4-46

Colosi, Marco L.
Future vision eurythmy: a human resources imperative for new initiatives in the 1990s. **Labor law journal,** 41:91-101, February 1990.
Descriptors: *Medical care / *Hospitals--Administration.

4-47

Meir, Elchanan I., Samuel Melamed and Ahmed Abu-Freha.
Vocational, avocational, and skill utilization congruences and their relationship with well-being in two cultures. **Journal of vocational behavior,** 36:153-165, April 1990.
Descriptors: *Health, Employee--Research.

4-48

Terry, Paul E.
Employers scrutinizing health plans for value and impact on employees. **Occupational health & safety,** 59:45+, March 1990.
Descriptors: *Health, Employee / *Health benefit programs--Evaluation.

EQUAL OPPORTUNITY IN EMPLOYMENT

4-49

Allen, Billie Morgan, Robert K. Robinson and Bobby C. Vaught.
Wards Cove Packing Co. v. Atonio: implications for disparate impact. **Labor law journal,** 41:102-107, February 1990.
Descriptors: *Equal opportunity in employment--Cases.

4-50

Hogler, Raymond L. and Jeanette N. Cleveland.
Wards Cove and the theory of disparate impact: from bad law to worse policy. **Labor law journal,** 41:138-150, March 1990.
Descriptors: *Equal opportunity in employment--Cases / *Psychology, Industrial.

EQUAL OPPORTUNITY IN EMPLOYMENT (Cont'd)

4-51
Kellough, J. Edward.
The 1978 civil service reform and Federal equal employment opportunity. **American review of public administration,** 19:313-324, December 1989.
Descriptors: *Equal opportunity in employment--Research / *Civil service reform--Law and legislation / Federal government.

4-52
Shaw, Bill, Gary A. Moore and Michael K. Braswell.
Wards Cove Packing Company, Inc. v. Atonio. **Labor law journal,** 41:183-188, March 1990.
Descriptors: *Equal opportunity in employment--Cases.

4-53
Thomas, R. Roosevelt, Jr.
From affirmative action to affirming diversity. **Harvard business review,** 68:107-117, March-April 1990.
Descriptors: *Affirmative action--Evaluation / *Equal opportunity in employment / *Cultural relations.

ETHICS

4-54
Bowman, James S.
Ethics in government: a national survey of public administrators. **Public administration review,** 50:345-353, May-June 1990.
Descriptors: *Political ethics / *Civil service ethics / Federal government.

4-55
Dobel, J. Patrick.
Integrity in the public service. **Public administration review,** 50:354-366, May-June 1990.
Descriptors: *Political ethics / *Government service as a career.

4-56
Hyman, Michael R., Robert Skipper and Richard Tansey.
Ethical codes are not enough. **Business horizons,** 33:15-22, March-April 1990.
Descriptors: *Business ethics.

4-57
Kahn, William A.
Toward an agenda for business ethics research. **Academy of Management review,** 15:311-328, April 1990.
Descriptors: *Business ethics--Research.

EXECUTIVES

4-58
Davis, Nancy M.
Edward J. Perkins: on top at Foggy Bottom. **Government executive,** 22:53, April 1990.
Descriptors: *Executives--Portraits, caricatures, etc. / *U.S. Department of State / Federal government.

EXECUTIVES—ABILITIES AND CHARACTERISTICS

4-59

Are you a "gloom & doom" manager? **Leader's digest,** 3:8, Spring 1990.

Descriptors: *Executives--Attitudes / *Executives--Characteristics / *Executives--Responsibilities.

4-60

Ornstein, Suzyn and Lynn Isabella.

Age vs stage models of career attitudes of women: a partial replication and extension. **Journal of vocational behavior,** 36:1-19, February 1990.

Descriptors: *Women executives--Attitudes / *Career patterns--Research.

EXECUTIVES—COMPENSATION

4-61

Bickford, Lawrence C. and Jill E. Sorkin.

Long-term incentives for management, part 5: selecting the right program. **Compensation and benefits review,** 22:38-46, March-April 1990.

Descriptors: *Executive compensation / *Financial incentives.

4-62

Gordon, George G.

Relationships of personal needs to managers' perceptions of compensation. **Journal of business and psychology,** 4:15-26, Fall 1989.

Descriptors: *Executive compensation--Research / *Compensation administration--Research / *Executives--Attitudes / *Executives--Characteristics--Research.

EXECUTIVES—RESPONSIBILITIES

4-63

Mintzberg, Henry.

The manager's job: folklore and fact. **Harvard business review,** 68:163-176, March-April 1990.

Reprint of an article which appeared in the Harvard Business Review, 53:49-61, July-August 1975.

Descriptors: *Executives--Responsibilities / *Executives--Abilities.

EXECUTIVES—SELECTION AND TESTS

4-64

Mackenzie, G. Calvin.

Appointing Mr. (or Ms.) right. **Government executive,** 22:30-33+, April 1990.

Descriptors: *Political executives--Selection / *Political executives--Selection--Statistics / Federal government.

4-65

Molcan, John R. and Joseph A. Orban.

Selecting and developing entry-level managers with the Management Readiness Profile. **Journal of business and psychology,** 4:221-235, Winter 1989.

Descriptors: *Executives--Selection / *Management potential--Research.

EXECUTIVES—TRAINING

4-66

Gabris, Gerald T.

Innovative approaches to public-sector management development and training. **Public productivity and management review,** 13:155-160, Winter 1989.

Descriptors: *Management development / *Executives--Training.

HOURS OF WORK

4-67

Lussier, Robert N.

Should your organization use job sharing? **Supervision,** 51:9-10, April 1990.

Descriptors: *Job sharing / *Part-time work / *Work sharing / *Hours of work.

INSURANCE, HEALTH

4-68

Kalb, Paul E.

Controlling health care costs by controlling technology: a private contractual approach. **Yale law journal,** 99:1109-1126, March 1990.

Descriptors: *Medical care--Costs / *Insurance, Health--Costs.

INTERVIEWING

4-69

Baker, Herbert George and Morris S. Spier.

The employment interview: guaranteed improvement in reliability. **Public personnel management,** 19:85-90, Spring 1990.

Descriptors: *Interviewing.

4-70

Smith, Robert G.

Some tips for a successful job interview. **Federal times,** 26:9, April 23, 1990.

Descriptors: *Interviewing.

JOB EVALUATION

4-71

Cooper, Elizabeth A. and Richard W. Scholl.

Reliability of job evaluation: differences across sex-typed jobs. **Journal of business and psychology,** 4:155-165, Winter 1989.

Descriptors: *Job evaluation--Research.

4-72

Supel, Thomas M.

Equivalence and redundance in the point-factor job evaluation system. **Compensation and benefits review,** 22:48-55, March-April 1990.

Descriptors: *Job evaluation / *Factor evaluation system.

JOB EVALUATION (Cont'd)

4-73

Tompkins, Jonathan, Joyce Brown and John H. McEwen.
Designing a comparable worth based job evaluation system: failure of an a priori approach. **Public personnel management**, 19:31-42, Spring 1990.
Descriptors: *Job evaluation--Research / *Pay rates--Research.

JOB SATISFACTION

4-74

Brown, Ray L. and John C. Corless.
Government auditor job satisfaction. **Government accountants journal**, 39:27-45, Spring 1990.
Descriptors: *Job satisfaction research / *Accountants.

4-75

Farrant, Alan W.
You need good subordinates. **Supervision**, 51:17-19, May 1990.
Descriptors: *Job satisfaction / *Supervisors--Responsibilities / *Working climate.

LABOR FORCE

4-76

Costrell, Robert M.
Methodology in the "job quality" debate. **Industrial relations**, 29:94-110, Winter 1990.
Descriptors: *Labor economics--Research.

4-77

Dreyfuss, Joel.
Get ready for the new work force. **Fortune**, 121:165+, April 23, 1990.
Descriptors: *Labor supply / *Labor force--Characteristics.

4-78

[Point/counterpoint.] **HRMagazine**, 35:38+, April 1990.
Contents: Skills shortage looms, by Arnold Packer; We can handle it, by Sar A. Levitan.
Descriptors: *Skilled labor / *Labor supply.

LABOR-MANAGEMENT RELATIONS

4-79

Bronars, Stephen G. and Donald R. Deere.
Union representation elections and firm profitability. **Industrial relations**, 29:15-37, Winter 1990.
Descriptors: *Representation election--Research.

4-80

Flannery, Harry A.
Guidance as to the arbitrator's authority: the terms of the collective bargaining agreement. **Labor law journal**, 41:89-90, February 1990.
Descriptors: *Arbitration and award--Cases.

LABOR-MANAGEMENT RELATIONS (Cont'd)

4-81
Heywood, John S.
Who queues for a union job? **Industrial relations,** 29:119-127, Winter 1990.
Descriptors: *Unions / *Unemployed--Attitudes.

4-82
Jarley, Paul, Sarosh Kuruvilla and Douglas Casteel.
Member-union relations and union satisfaction. **Industrial relations,** 29:128-134, Winter 1990.
Descriptors: *Unions / *Union members--Attitudes.

4-83
Jennings, Daniel F. and A. Dale Allen, Jr.
Labor arbitration costs and case loads: a longitudinal analysis. **Labor law journal,** 41:80-88, February 1990.
Descriptors: *Arbitration--Costs / *Arbitration--Research.

4-84
McCabe, Douglas M.
The Federal sector mediation and labor management relations process: the Federal sector management experience. **Public personnel management,** 19:103-122, Spring 1990.
Descriptors: *Labor-management relations / *Civil service reform--Law and legislation / Federal government.

LABOR TURNOVER

4-85
Joy, Dennis S.
Development and validation of a standardized measure of employee turnover risk. **Journal of business and psychology,** 4:87-107, Fall 1989.
Descriptors: *Labor turnover causes--Research.

LEADERSHIP

4-86
Gardner, John W.
Leadership and the future. **Futurist** (World Future Society), 24:8-12, May-June 1990.
Descriptors: *Leadership.

4-87
Leth, Steven A.
The five best practices of service leadership. **National productivity review,** 9:201-212, Spring 1990.
Descriptors: *Leadership / *Service industries.

MANAGEMENT

4-88
Borys, Walter, Jr.
Got no time. **Supervision,** 51:6-8, May 1990.
Descriptors: *Time management.

MANAGEMENT (Cont'd)

4-89
Dickson, S. Elizabeth.
Beating the clock: new ideas for getting more done in less time. **Leader's digest,** 3:16-17, Spring 1990.
Descriptors: *Management / *Time management.

4-90
Dumaine, Brian.
Who needs a boss? **Fortune,** 121:52-55+, May 7, 1990.
Descriptors: *Multiple management / *Team development.

4-91
Fischer, Chuck.
Doing more with less: the best of times, the worst of times. **Leader's digest,** 3:12-13, Spring 1990.
Descriptors: *Reduction in force--Case studies / *Cost reduction--Case studies / *Change, Organizational.

4-92
Marx, Gary T.
The case of the omniscient organization. **Harvard business review,** 68:12-14+, March-April 1990.
Descriptors: *Management / *Management--Case studies.

4-93
May, Bess Ritter.
How any supervisor can control company costs. **Supervision,** 51:3-5, April 1990.
Descriptors: *Cost control--Methods / *Supervisors--Responsibilities.

4-94
Miller, Ernest C.
Look Ma, no hands...crash! Feedback for hands-on management. **Business horizons,** 33:38-42, March-April 1990.
Descriptors: *Management methods--Evaluation.

4-95
Murtha, Tom and Ed Morales.
[Cutback management.] **Leader's digest,** 3:4-5, Spring 1990.
An "Experience Speaks" feature describing three cutback situations.
Descriptors: *Cost reduction--Case studies / *Reduction in force--Case studies / *Change, Organizational / U.S. Office of Personnel Management / U.S. Internal Revenue Service / Federal government.

4-96
Raelin, Joseph A.
Let's not teach management as if it were a profession. **Business horizons,** 33:23-28, March-April 1990.
Descriptors: *Management--Study and teaching.

MANAGEMENT (Cont'd)

4-97

Sanford Teller Communications.

Executives waste one month a year on telephone calls. **Supervision,** 51:12-13, May 1990.

Descriptors: *Time management / *Telephone etiquette.

MORALE

4-98

Often morale depends on little things. **Supervision,** 51:6-8, April 1990.

Descriptors: *Morale / *Job satisfaction / *Participative management.

MOTIVATION

4-99

Dawson, Kenneth M. and Sheryl N. Dawson.

How to motivate your employees. **HRMagazine,** 35:78-80, April 1990.

Descriptors: *Motivation.

4-100

LaBarbara, Barbara.

A fully functional employee--the impossible dream? **Supervision,** 51:3-5, May 1990.

Descriptors: *Motivation / *Work values / *Employee attitudes.

4-101

Shamir, Boas.

Calculations, values, and identities: the sources of collectivistic work motivation. **Human relations,** 43:313-332, April 1990.

Descriptors: *Motivation theory / *Motivation research / *Personnel research.

OBSOLESCENCE

4-102

Buhler, Patricia M.

Are you on your way to becoming obsolete? **Supervision,** 51:14-16, May 1990.

Descriptors: *Obsolescence / *Skills conversion.

OCCUPATIONS AND OCCUPATIONAL CHOICE

4-103

Alvi, Sabir A., Sar B. Khan and Kristian J. Kirkwood.

A comparsion of various indices of differentiation for Holland's model. **Journal of vocational behavior,** 36:147-152, April 1990.

Descriptors: *Occupational choice--Research / *Personality--Research.

4-104

Fassinger, Ruth E.

Causal models of career choice in two samples of college women. **Journal of vocational behavior,** 36:225-248, April 1990.

Descriptors: *Occupational choice--Research.

OCCUPATIONS AND OCCUPATIONAL CHOICE (Cont'd)

4-105
Hesketh, Beryl, Colleen Durant and Robert Pryor.
Career compromise: a test of Gottfredson's (1981) theory using a policy-capturing procedure. **Journal of vocational behavior,** 36:97-108, February 1990.
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